



## **KENTUCKY JUSTICE CABINET**

### **DEPARTMENT OF CRIMINAL JUSTICE TRAINING**



An Accredited Law Enforcement Training Program

# **1999 NATIONAL SURVEY OF TRAINING AGENCIES**

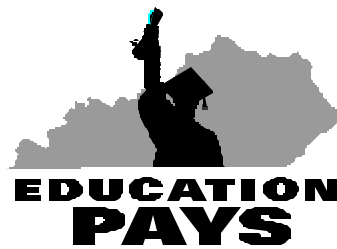
## **Summary Report**

June 2000

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**Governor**

Judge Robert F. Stephens  
**Justice Secretary**

Dr. John W. Bizzack  
**Commissioner**



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## Introduction

*The 1999 National Survey of Training Agencies: Final Report*, conducted in the fall of 1999, was completed in December 1999. The survey information was obtained from 20 law enforcement training agencies across the United States (see Participating Agencies), including the Department of Criminal Justice Training. That information was divided into four major categories:

1. Administrative/Finance
2. Licensing/Accreditation
3. Curriculum
4. Facilities/Equipment

Survey questions dealt with a number of issues with which law enforcement training agencies have to contend. Following are the specific topics that were surveyed:

Administrative/Finance  
Licensing/Certification  
Accreditation  
Basic Training  
Telecommunications  
Breath Test Training  
In-Service Training  
Type of Facility  
Dormitory  
Driver Training  
Firearms Training  
Vehicles  
Physical Fitness Training

This publication, *The 1999 National Survey of Training Agencies: Summary*, takes the data collected and provides a summary, in rank order when possible, of the information provided by the 20 participating agencies. *The 1999 National Survey of Training Agencies: Final Report (December 1999)* is referenced in those areas where a ranking could not be established but more information can be obtained.

Both *The 1999 National Survey of Training Agencies: Final Report (December 1999)* and *The 1999 National Survey of Training Agencies: Summary (June 2000)* may be obtained from the Department of Criminal Justice Training's Staff Services and Planning section.

David R. Hobson  
Executive Staff Advisor  
Department of Criminal Justice Training  
Staff Services and Planning

## **Participating Agencies**

Arizona Peace Officer Standards & Training Board (AZ POST)  
2643 E. University  
Phoenix, AZ 85034

Arkansas Law Enforcement Training Academy  
P.O. Box 3106  
East Camden, AR 71711

Connecticut Police Academy  
285 Preston Avenue  
Meriden, CT 06450

Idaho Peace Officer Standards & Training  
P.O. Box 700  
Meridian, ID 83680-0700

Indiana Law Enforcement Training Board  
Indiana Law Enforcement Academy  
P.O. Box 313  
Plainfield, IN 46168

Iowa Law Enforcement Academy  
P.O.B. 130  
Johnston, IA 50131

Kansas Law Enforcement Training Center  
P.O. Box 647  
Hutchinson, KS 67504

Kentucky Department of Criminal Justice Training  
Funderburk Building  
521 Lancaster Avenue  
Richmond, KY 40475-3102

Massachusetts Criminal Justice Training Council  
559 School Street  
Pembroke, MA 02359

Mississippi Law Enforcement Training Academy  
3791 Hwy 468 W  
Pearl, MS 39208

Nebraska Law Enforcement Training Center  
3600 North Academy Road  
Grand Island, NE 68801

New Hampshire Police Standards & Training Council  
17 Fan Road  
Concord, NH 03301-7413

New Mexico Department of Public Safety & Training  
4491 Cerrillos Road  
Sante Fe, NM 87505

North Dakota Highway Patrol  
600 East Blvd., Dept. 504  
Bismarck, ND 58505-0240

Oregon Department of Public Safety Standards & Training  
550 North Monmouth Avenue  
Monmouth, OR 97361

South Carolina Criminal Justice Academy  
5400 Broad River Road  
Columbia, SC 29210

Utah Peace Officer Standards & Training  
4525 S. 2700 W.  
Salt Lake City, UT 84119

Vermont Criminal Justice Training Council  
317 Sanitorium Road  
Pittsford, VT 05763

West Virginia State Police Academy  
P.O. Box 459  
Institute, WV 25112-0459

Wyoming Law Enforcement Academy  
1556 Riverbend Drive  
Douglas, WY82633

## *Administrative/Finance*

### Full-Time Employees (Table 1)

- ❑ **Kentucky ranks 1<sup>st</sup> in the number of full-time employees with 118.**
- ❑ North Dakota ranks 19<sup>th</sup> in the number of full-time employees with 6.
- ❑ The average number of full-time employees for all training agencies (excluding Iowa) is 37.

### Instructors (Table 2)

- ❑ **Kentucky ranks 1<sup>st</sup> in the number of full-time instructors with 52.**
- ❑ Massachusetts ranks 19<sup>th</sup> in the number of full-time instructors with no full-time instructors.
- ❑ The average number of full-time instructors for all training agencies (excluding Iowa) is 13.

### Support Personnel (Table 3)

- ❑ South Carolina ranks 1<sup>st</sup> in the number of support personnel with 42.
- ❑ **Kentucky and Indiana rank 2<sup>nd</sup> in the number of support personnel with 36.**
- ❑ Vermont ranks 19<sup>th</sup> in the number of support personnel with 3.
- ❑ The average number of support personnel for all training agencies (excluding Iowa) is 15.

### Supervisory/Administrative Personnel (Table 4)

- ❑ **Kentucky ranks 1<sup>st</sup> in the number of supervisory/administrative personnel with 30.**
- ❑ Vermont ranks 19<sup>th</sup> in the number of supervisory/administrative personnel with 2.
- ❑ The average number of supervisory/administrative personnel for all training agencies (excluding Iowa) is 8.

### Part-Time Employees (Table 5)

- ❑ Massachusetts ranks 1<sup>st</sup> in the number of part-time employees with 350.
- ❑ **Kentucky ranks 5<sup>th</sup> in the number of part-time employees with 9.**
- ❑ Arkansas, Arizona, Mississippi, North Dakota, Utah, Vermont, and West Virginia have no part-time employees.
- ❑ The average number of part-time employees for all training agencies (excluding Iowa) is 35.

### Average Yearly Annual Starting Salaries-Instructor (Table 6)

- ❑ Connecticut ranks 1<sup>st</sup> in the average yearly starting salary for instructors at \$43,467.
- ❑ **Kentucky ranks 13<sup>th</sup> in the average yearly starting salary for instructors at \$29,352.**
- ❑ Arkansas ranks 17<sup>th</sup> in the average yearly starting salary for instructors at \$24,352.
- ❑ The average yearly starting salary for instructors at all training agencies (excluding Arizona, Iowa, and Massachusetts) is \$33,710.

### Average Yearly Annual Starting Salaries-Supervisory/Administrative Personnel (Table 7)

- ❑ Arizona ranks 1<sup>st</sup> in the average yearly starting salary for supervisory/administrative personnel at \$69,000.
- ❑ **Kentucky ranks 14<sup>th</sup> in the average yearly starting salary for supervisory/administrative personnel at \$34,834.**

- ❑ Arkansas ranks 18<sup>th</sup> in the average yearly starting salary for supervisory/administrative personnel at \$25,111.
- ❑ The average yearly starting salary for supervisory/administrative personnel for all training agencies (excluding Iowa and Oregon) is \$42,651.

*Average Yearly Annual Starting Salaries-Support Personnel* (Table 8)

- ❑ Massachusetts ranks 1<sup>st</sup> in the average yearly starting salary for support personnel at \$39,000.
- ❑ **Kentucky ranks 9<sup>th</sup> in the average yearly starting salary for support personnel at \$19,532.**
- ❑ Nebraska ranks 18<sup>th</sup> in the average yearly starting salary for support personnel at \$15,000.
- ❑ The average yearly starting salary for support personnel for all training agencies (excluding Iowa and West Virginia) is \$20,991.

*Minimum Requirements for Instructors-Law Enforcement Experience* (Final Report)

- ❑ **5%** (1: Wyoming) of the training agencies require a minimum of **6 years** of law enforcement experience for instructors.
- ❑ **45%** (9: Connecticut, Indiana, Iowa, Kansas, Massachusetts, New Hampshire, New Mexico, Utah, West Virginia) of the training agencies require a minimum of **5 years** of law enforcement experience for instructors.
- ❑ **25%** (5: Arkansas, Idaho, **Kentucky**, Mississippi, Vermont) of the training agencies require a minimum of **3 years** of law enforcement experience for instructors.
- ❑ **15%** (3: Arizona, Oregon, South Carolina) of the training agencies require a minimum of **2 years** of law enforcement experience for instructors.
- ❑ **5%** (1: Nebraska) of the training agencies have **no minimum** law enforcement experience requirements for instructors.

*Minimum Requirements for Instructors-Education* (Final Report)

- ❑ **55%** (11: New Mexico, Kansas, Arkansas, Indiana, Iowa, **Kentucky**, Nebraska, New Hampshire, North Dakota, South Carolina, Vermont) of the training agencies require a **B.S./B.A. degree** as a minimum education requirement for instructors.
- ❑ **25%** (5: Idaho, Massachusetts, Mississippi, Utah, Wyoming) of the training agencies require a **high school diploma** as a minimum education requirement for instructors.
- ❑ **10%** (2: Oregon, Arizona) of the training agencies have **no minimum education requirements** for instructors.
- ❑ **5%** (1: West Virginia) of the training agencies require a **high school diploma and work toward an advanced degree** as a minimum education requirement for instructors.
- ❑ **5%** (1: Connecticut) of the training agencies marked **NA** as a minimum education requirement for instructors.

*Minimum Requirements for Instructors-Other Requirements* (Final Report)

- ❑ **45%** (9: Arkansas, Connecticut, Iowa, Mississippi, Nebraska, New Mexico, North Dakota, Utah, Vermont) of the training agencies have **no other minimum requirements** for instructors.



- ❑ **55%** (11) of the training agencies have **other minimum requirements** for instructors:

|                 |  |
|-----------------|--|
| Arizona         | Must be a general instructor prior to being certified as a proficiency instructor.                 |
| Idaho           | Must hold POST intermediate certification.   |
| Indiana         | 5 years of teaching experience in a psychomotor skill can substitute for BS degree.                |
| Kansas          | Demonstrated oral and written communication skills   |
| <b>Kentucky</b> | <b>Successful completion of 80-hour Police Instructors course.</b>                                 |
| Massachusetts   | Expertise in training area.  |
| New Hampshire   | Certified police officer, pass physical fitness & psychological tests.                             |
| Oregon          | BS degree & 3 years experience or AA degree & 4 years experience can be substituted for BS degree. |
| South Carolina  | Certified law enforcement officer.   |
| West Virginia   | 16 hours of specialized training & 40 hours of Instructor Development course.                      |
| Wyoming         | 1 year instructor experience & fitness assessment.   |

1998 Annual Budget (Table 9)

- ❑ **Kentucky ranks 1<sup>st</sup> in budget amount for 1998 at \$25,860,000.**
- ❑ Arizona ranks 2<sup>nd</sup> in budget amount for 1998 at \$4,200,000.
- ❑ North Dakota ranks 18<sup>th</sup> (Oregon & West Virginia marked “NA” for this category) in budget amount for 1998 at \$176,153.

1999 Annual Budget (Table 10)

- ❑ **Kentucky ranks 1<sup>st</sup> in budget amount for 1999 at \$25,717,500.**
- ❑ Oregon ranks 2<sup>nd</sup> in budget amount for 1999 at \$15,438,089.
- ❑ North Dakota ranks 19<sup>th</sup> (West Virginia marked “NA” for this category) in budget amount for 1999 at \$181,713.

2000 Annual Budget (Table 11)

- ❑ **Kentucky ranks 1<sup>st</sup> in budget amount for 2000 at \$29,288,000.**
- ❑ Oregon ranks 2<sup>nd</sup> in budget amount for 2000 at \$21,021,371.
- ❑ North Dakota ranks 19<sup>th</sup> (West Virginia marked “NA” for this category) in budget amount for 2000 at \$179,500.

## *Licensing/Certification*

### Licensing and Certification (Final Report)

- ❑ **85%** (17) of the training agencies reported that law enforcement officers are required to be licensed or certified:

|                 | <b>Processed<br/>Annually</b> | <b>Rejected<br/>Annually</b> | <b>Decertified<br/>Annually</b> |
|-----------------|-------------------------------|------------------------------|---------------------------------|
| Arizona         | 1,200                         | Unknown                      | 50                              |
| Connecticut     | 3,000                         | 20                           | 3                               |
| Idaho           | 700                           | 200                          | 5                               |
| Iowa            | 240                           | 7                            | 2                               |
| Kansas          | 700                           | 25                           | 18                              |
| <b>Kentucky</b> | <b>1,000</b>                  | <b>140</b>                   | <b>0</b>                        |
| Mississippi     | Unknown                       | Unknown                      | Unknown                         |
| Nebraska        | 160                           | 12                           | 5                               |
| New Hampshire   | 546                           | 28                           | 17                              |
| New Mexico      | 400                           | 3                            | 25                              |
| North Dakota    | 600                           | 5                            | 1                               |
| Oregon          | 1,500                         | 30                           | 50                              |
| South Carolina  | 1,100                         | 10                           | 30                              |
| Utah            | 300                           | 28                           | 17                              |
| Vermont         | 200                           | Unknown                      | 0                               |
| West Virginia   | Unknown                       | Unknown                      | Unknown                         |
| Wyoming         | 290                           | 0                            | 4                               |

- ❑ Arkansas, Indiana, and Massachusetts reported that law enforcement officers are not required to be licensed or certified.

## *Accreditation*

### Accreditation (Final Report)

- ❑ **10%** (2: Nebraska, West Virginia) of the training agencies were not aware of the national accreditation of training programs by the Commission on Accreditation for Law Enforcement Agencies (CALEA).
- ❑ **20%** (4: **Kentucky**, Mississippi, North Dakota, South Carolina) of the training agencies are accredited by CALEA.
- ❑ **5%** (1: South Carolina) of the training agencies are accredited by another accrediting body.

## ***Basic Training***

### ***Total Number of Hours in Basic Training*** (Table 12)

- ❑ **Kentucky and New Mexico rank 4<sup>th</sup> in the total number of hours in Basic Training with 640 hours.**
- ❑ Oregon, Mississippi, and South Carolina have the lowest number of hours in Basic Training with 400 hours.

### ***Number of Students/Officers Trained Annually*** (Table 13)

- ❑ Vermont ranks 1<sup>st</sup> in the number of students/officers trained annually with 1800.
- ❑ **Kentucky ranks 10<sup>th</sup> in the number of students/officers trained annually with 420.**
- ❑ North Dakota ranks 20<sup>th</sup> in the number of students/officers trained annually with 75.

### ***Average Number of Recruits Per Class*** (Table 14)

- ❑ North Dakota ranks 1<sup>st</sup> in having the smallest average number of recruits per class with 24.
- ❑ **Kentucky ranks 2<sup>nd</sup> in having the smallest average number of recruits per class with 28.**
- ❑ Arkansas ranks 20<sup>th</sup> in having the smallest average number of recruits per class with 115.

### ***Facilitator Training*** (Final Report)

- ❑ **5%** (1: Arkansas) of the training agencies do not use facilitator training.
- ❑ Of the **95%** (19: Arizona, Connecticut, Idaho, Indiana, Iowa, Kansas, Kentucky, Massachusetts, Mississippi, Nebraska, New Hampshire, New Mexico, North Dakota, Oregon, South Carolina, Utah, Vermont, West Virginia, Wyoming) of training agencies which do use facilitator training, only **10.5%** (2: **Kentucky**, South Carolina) use it as the primary method of training.
- ❑ **75%** (15: Arizona, Connecticut, Idaho, Indiana, Kansas, Massachusetts, Mississippi, Nebraska, New Hampshire, New Mexico, North Dakota, Oregon, Utah, Vermont, Wyoming) of the training agencies utilize the lecture forum as the main instructional methodology.

### ***Scenario Training*** (Table 15)

- ❑ Nebraska ranks 1<sup>st</sup> in the number of hours (120) of scenario training.
- ❑ **Kentucky ranks 5<sup>th</sup> in the number of hours (75) of scenario training.**
- ❑ Iowa had the least number of hours (10) of scenario training.

### ***College Credit*** (Table 16)

- ❑ **85%** (17: Arizona, Connecticut, Idaho, Indiana, Iowa, Kansas, **Kentucky**, Massachusetts, Mississippi, Nebraska, New Hampshire, New Mexico, South Carolina, Utah, Vermont, West Virginia, Wyoming) of the training agencies stated that their recruits receive college credit for basic training.
- ❑ **15%** (3: Arkansas, North Dakota, Oregon) of the training agencies stated that their recruits received no college credit for basic training.
- ❑ Arizona and New Mexico rank 1<sup>st</sup> for the number of hours (35) of college credit their recruits receive for basic training.
- ❑ **Kentucky and South Carolina reported their recruits received 6 hours of college credit for basic training. This was the fewest number of hours reported by all training agencies.**

### Community Oriented Policing (Table 17)

- ❑ Only **10%** (2: Nebraska, Utah) of the training agencies reported that community oriented policing was not included in the basic training curriculum.
- ❑ Connecticut reported the most number of hours (78) of community oriented policing in the basic training curriculum.
- ❑ Indiana reported the fewest number of hours (2) of community oriented policing in the basic training curriculum.
- ❑ **Kentucky has 10 hours of training specifically targeted for community oriented policing in the basic training curriculum, with it being emphasized throughout the curriculum.**

### Equivalent Training (Final Report)

- ❑ **60%** (12: Arkansas, Connecticut, Idaho, Indiana, Iowa, **Kentucky**, Nebraska, New Mexico, South Carolina, Utah, West Virginia, Wyoming) of the training agencies stated that training for part-time and full-time officers was the same.

### Entry-Level Fitness Test (Final Report/Tables 18 & 19)

- ❑ **65%** (13: Connecticut, Idaho, Indiana, Iowa, Kentucky, Massachusetts, Mississippi, New Hampshire, New Mexico, Utah, Vermont, West Virginia, Wyoming) of the training agencies stated that an entry level fitness test was required in basic training.
- ❑ Of those 13 training agencies, **92%** (12: Connecticut, Idaho, Indiana, Iowa, Kentucky, Mississippi, New Hampshire, New Mexico, Utah, Vermont, West Virginia, Wyoming) reported the entry-level fitness test was fitness based.
  - ✓ **15%** (2: Massachusetts, Mississippi) reported the entry-level fitness test was agility based.
  - ✓ **61.5%** (8: Connecticut, Iowa, New Hampshire, New Mexico, Mississippi, Utah, Vermont, Wyoming) reported the entry-level fitness test was adjusted for gender.
  - ✓ **53.8%** (7: Connecticut, Mississippi, New Hampshire, New Mexico, Utah, Vermont, Wyoming) reported the entry-level fitness test was adjusted for age.
  - ✓ **7.7%** (1: Iowa) stated that it was “unknown” if the entry-level fitness test was adjusted for age.
- ❑ West Virginia reported the highest failure rate for the entry-level fitness test for both males (70%) and females (70%). West Virginia’s entry-level fitness test is fitness based and is not adjusted for age or gender.
- ❑ Vermont reported the next highest failure rate for the entry-level fitness test for both males (25%) and females (25%). Vermont’s entry-level fitness test is fitness based and is adjusted for age and gender.
- ❑ Iowa reported the third highest failure rate for the entry-level fitness test for males (20%), but had a lower failure rate for females (5%). Iowa’s entry-level fitness test is fitness based and is adjusted for gender. However, it is “unknown” whether the entry-level fitness test is adjusted for age.
- ❑ **Kentucky reported the lowest failure rate for the entry-level fitness test for males (2.2%) and the 4<sup>th</sup> highest failure rate for females (21.4%). Kentucky’s entry-level fitness test is fitness based and is not adjusted for age or gender.**
- ❑ Connecticut reported the lowest failure rate for the entry-level fitness test for females (2%). Connecticut’s entry-level fitness test is fitness based and is adjusted for age and gender.

## *Telecommunications Training*

### Basic Telecommunications Academy Offered (Table 20)

- ❑ **55%** (11: Connecticut, Idaho, Indiana, Iowa, Kentucky, Nebraska, New Mexico, North Dakota, Oregon, South Carolina, Wyoming) of the training agencies offer a basic telecommunications academy.
  - ✓ **Kentucky's academy offers the most hours (160).**
  - ✓ Idaho, Nebraska, and Oregon offer the next highest number of hours (80).
  - ✓ Iowa has a 2 hour basic telecommunications academy.

### In-Service Telecommunications Course (Table 21)

- ❑ **45%** (9: Arizona, Idaho, Iowa, **Kentucky**, Mississippi, New Mexico, Oregon, Vermont, Wyoming) of the training agencies offer in-service telecommunications courses.
  - ✓ Idaho ranks 1<sup>st</sup> with an average of 40 hours.
  - ✓ Wyoming ranks 2<sup>nd</sup> with an average of 24 hours.
  - ✓ **Kentucky, New Mexico, and Oregon rank 5<sup>th</sup> with an average of 8 hours.**

### Basic & In-Service Telecommunications Trained Annually (Table 22)

- ❑ **Kentucky ranks 1<sup>st</sup> in the number of basic and in-service students trained annually in telecommunications with 2700.**

### Facilitator Training (Final Report)

- ❑ **50%** (10: Arizona, Iowa, **Kentucky**, Nebraska, New Hampshire, New Mexico, Oregon, South Carolina, Vermont, and Wyoming) of the training agencies utilize facilitator training in their telecommunications training.
- ❑ **50%** (5: Kentucky, Nebraska, New Mexico, Oregon, and South Carolina) of the training agencies which utilize facilitator training as the primary method of training in their telecommunications training utilize it as the primary method.

## *Breath Test Training*

### Basic Breath Test Course (Table 23)

- ❑ **65%** (13: Connecticut, Idaho, Iowa, Indiana, **Kentucky**, Massachusetts, Mississippi, New Hampshire, Oregon, south Carolina, Utah, Vermont, West Virginia) of the training agencies offer a basic breath test course.
  - ✓ **Kentucky's breath test course ranks 1<sup>st</sup> in number of hours with 40.**
  - ✓ Oregon's breath test course had the fewest number of hours with 4.

### DUI/Field Sobriety Course (Final Report/Table 24)

- ❑ Only **5%** (1: North Dakota) of the training agencies do not offer a DUI/field sobriety course.
  - ✓ **Kentucky's DUI/field sobriety course ranks 1<sup>st</sup> in number of hours with 28.**

✓ Indiana's DUI/field sobriety course had the fewest hours with 3.

- ❑ **10%** (2: Nebraska, North Dakota) of the training agencies do not offer horizontal gaze nystagmus/SFST training.
- ❑ **30%** (6: Arkansas, Indiana, Kansas, Mississippi, Nebraska, North Dakota) of the training agencies do not include actual testing of impaired subjects as a part of their training.

Basic & In-Service Breath Test Trained Annually (Table 25)

- ❑ Massachusetts ranks 1<sup>st</sup> in the number of basic and in-service students trained annually in breath test training with 800.
- ❑ **Kentucky, Connecticut, New Mexico, and Utah rank 5<sup>th</sup> in the number of basic and in-service students trained annually in breath test training with 400.**

Facilitator Training (Final Report)

- ❑ **65%** (13: Arizona, Connecticut, Indiana, Iowa, **Kentucky**, Massachusetts, New Hampshire, New Mexico, Oregon, South Carolina, Utah, Vermont, West Virginia) of the training agencies utilize facilitator training in their DUI/breath test training.
- ❑ **61.5%** (8: Indiana, Iowa, Massachusetts, New Mexico, Oregon, South Carolina, Utah, West Virginia) of the training agencies which utilize facilitator training as the primary method of training in their DUI/breath test training utilize it as the primary method.

|                            |
|----------------------------|
| <i>In-Service Training</i> |
|----------------------------|

In-Service Subject Areas (Table 26)

- ❑ Oregon offers the most number of in-service subject areas (excluding supervision/management areas) annually with 300.
- ❑ **Kentucky had the 8<sup>th</sup> highest number of in-service subject areas (excluding supervision/management areas) offered annually with 54.**

Number of Hours (Table 27)

- ❑ South Carolina ranks 1<sup>st</sup> with the highest average number of hours of in-service subject areas (excluding supervision/management areas) with 44 hours.
- ❑ The average number of hours of in-service subject areas (excluding supervision/management areas) for all 20 training agencies was 25 hours.
- ❑ **Kentucky offers an annual average of 16 hours of in-service subject areas (excluding supervision/management areas).**

Supervision/Management Courses (Tables 28 & 29)

- ❑ New Mexico offers the most number of supervision/management courses annually with 40 courses.
- ❑ The average number of supervision/management courses offered annually by all 20 training agencies is approximately 7 courses.
- ❑ **The average number of supervision/management courses offered annually by Kentucky is 7 courses.**

- ❑ The average number of hours of supervision/management courses for 19 of the training agencies (Arkansas does not offer any supervision/management courses) is approximately 36 hours.
- ❑ **Kentucky's average number of hours of supervision/management courses is 32 hours.**

#### Command College (Table 30)

- ❑ **35%** (7: Arizona, Idaho, **Kentucky**, Massachusetts, Mississippi, Oregon, Vermont) of the training agencies offer a command college.
  - ✓ **Kentucky's command college offers the most hours with 320.**
  - ✓ Oregon's command college offers the next highest number of hours with 56.
  - ✓ The Arizona, Idaho, Massachusetts, and Vermont command colleges are each 40 hours in length.
  - ✓ Mississippi's command college is 24 hours in length.

#### Total In-Service Trained Annually (Table 31)

- ❑ Indiana ranks 1<sup>st</sup> in the total number of in-service officers trained annually with 14,500.
- ❑ **Kentucky ranks 4<sup>th</sup> in the total number of in-service officers trained annually with 7,000.**

#### Facilitator Training (Final Report)

- ❑ Only Arkansas, Kansas, and Oregon do not utilize facilitator training in their in-service courses.
- ❑ **41%** (7: **Kentucky**, Mississippi, New Mexico, North Dakota, South Carolina, Vermont, West Virginia) of the 17 training agencies which utilize facilitator training in their in-service courses utilize it as the primary method.

#### Mandated Training (Final Report)

- ❑ **75%** (15) of the training agencies require annual mandated training:

|                 |   |
|-----------------|---|
| Arizona         | 8 hours per year plus annual firearms qualification |
| Connecticut     | 3 hours annually/firearms                           |
| Indiana         | 16 hours annually                                   |
| Iowa            | 12 hours per year/36 hours per 3 years              |
| Kansas          | 40 hours  |
| <b>Kentucky</b> | <b>2 hours/HIV &amp; Aids</b>                       |
| New Hampshire   | 8 hours   |
| New Mexico      | 40 hours per biennium                               |
| North Dakota    | 48 hours every 3 years                              |
| Oregon          | 16 hours  |
| South Carolina  | 40 hours  |
| Utah            | 40 hours/police related                             |
| Vermont         | 25 hours  |
| West Virginia   | 8 hours   |
| Wyoming         | 40 hours  |

## *Type of Facility*

### Central/Regional Training Academy (Final Report)

- ❑ **90%** (18: Arkansas, Connecticut, Idaho, Indiana, Iowa, Kansas, **Kentucky**, Mississippi, Nebraska, New Hampshire, New Mexico, North Dakota, Oregon, South Carolina, Utah, Vermont, West Virginia, Wyoming) of the training agencies offer training at a central academy.
- ❑ **60%** (12: Arizona, Arkansas, Connecticut, Indiana, Iowa, Kansas, Massachusetts, Mississippi, New Mexico, North Dakota, Oregon, Utah) of the training agencies offer training at a regional training academy.
- ❑ **55.6%** (10: Arkansas, Connecticut, Indiana, Iowa, Kansas, Mississippi, New Mexico, North Dakota, Oregon, Utah) of the 18 training agencies that offer training at a central academy also offer training at a regional training academy.

### Number of Classrooms (Table 32)

- ❑ The average number of classrooms for all the training agencies is 10.
- ❑ **Kentucky has 20 classrooms.**
- ❑ Arizona has the most classrooms with 60.

### Number of Offices (Table 33)

- ❑ The average number of offices for 18 training agencies (South Carolina's was "unknown" and Mississippi's was "NA") is 55.
- ❑ **Kentucky has 60 offices.**
- ❑ New Mexico has the most offices with 400.

### Tuition Costs (Final Report)

- ❑ **45%** (9: Indiana, Iowa, Massachusetts, Mississippi, Nebraska, New Mexico, Vermont, West Virginia, Wyoming) of the training agencies charge tuition.
  - ✓ Indiana only charges tuition for pre-service students.
  - ✓ New Mexico's community college programs charge tuition, but the state academy does not.

## *Dormitory*

### Dormitory Facility/Age of Facility (Table 34)

- ❑ **5%** (1: Massachusetts) of the training agencies do not have a dormitory facility.
- ❑ The average age of all the dormitory facilities is 27 years.
- ❑ Vermont's dormitory facility is the oldest at 90 years.
- ❑ The Kansas dormitory facility is the newest at 1 year.
- ❑ **Kentucky's dormitory facility is 35 years old.**

### Housing Costs (Final Report)

- ❑ **42%** (8) of the training agencies with dormitory facilities charge a housing cost for some or all persons residing in them:



|                 |                     |
|-----------------|---------------------|
| Indiana         | \$15/night          |
| <b>Kentucky</b> | <b>\$14/night</b>   |
| Mississippi     | \$40/night          |
| New Mexico      | \$40/day-room/board |
| Utah            | \$370               |
| Vermont         | \$10/night          |
| West Virginia   | \$12.50/night       |
| Wyoming         | \$30/day            |

Total Number Housed (Table 35)

- The average of the total number housed in training agency dormitory facilities is 175.
- **Kentucky houses a total of 200.**
- Arizona houses the most, with a total of 700 (Arizona has 4 academies with dormitory facilities).

Agency Personnel Residing in Dormitory (Final Report)

- **78.9%** (15: Connecticut, Indiana, Idaho, Iowa, Kansas, **Kentucky**, Mississippi, Nebraska, New Mexico, North Dakota, Oregon, Utah, Vermont, West Virginia, Wyoming) of the training agencies with dormitory facilities permit agency personnel to reside in the dormitory.
- ✓ Indiana, Idaho, Mississippi, and Oregon assess a charge for agency personnel to reside in the dormitory:

|             |            |
|-------------|------------|
| Indiana     | \$15/night |
| Idaho       | \$10/night |
| Mississippi | \$10/night |
| Oregon      | \$16/night |

Meals Provided for Students in Dormitory (Final Report)

- **100%** (19) of the training agencies with dormitory facilities provide meals for students in the dormitory:

|                 | Breakfast     | Lunch         | Dinner        |
|-----------------|---------------|---------------|---------------|
| Arizona         | NA            | NA            | NA            |
| Arkansas        | None          | None          | None          |
| Connecticut     | NA            | NA            | NA            |
| Idaho           | \$4.50        | \$5.75        | \$6.50        |
| Indiana         | \$3.00        | \$5.00        | \$5.00        |
| Iowa            | \$1.50        | \$3.95        | \$3.95        |
| Kansas          | \$3.13        | \$3.49        | \$3.64        |
| <b>Kentucky</b> | <b>\$3.00</b> | <b>\$4.00</b> | <b>\$5.00</b> |
| Mississippi     | \$5.00        | \$5.00        | \$5.00        |
| Nebraska        | \$2.40        | \$4.15        | \$4.20        |
| New Hampshire   | \$2.92        | \$4.28        | \$5.85        |
| New Mexico      | \$4.06        | \$4.06        | \$4.06        |
| North Dakota    | NA            | NA            | NA            |
| Oregon          | Unknown       | Unknown       | Unknown       |
| South Carolina  | \$2.00        | \$2.00        | \$2.00        |
| Utah            | \$4.00        | \$5.00        | \$6.50        |
| Vermont         | \$5.50        | \$5.50        | \$5.50        |

|               |        |        |        |
|---------------|--------|--------|--------|
| West Virginia | \$4.00 | \$4.50 | \$4.00 |
| Wyoming       | \$1.50 | \$2.50 | \$2.50 |

### *Driver Training*

#### Driving Track (Final Report)

- ❑ **75%** (15) of the training agencies have a driving track:

|                 |                                  |
|-----------------|----------------------------------|
| Idaho           | 1 mile                           |
| Indiana         | 1 1/12 mile & 500'x700'skill pad |
| <b>Kentucky</b> | <b>1.28 mile</b>                 |
| Mississippi     | 1 ½ miles                        |
| Nebraska        | .7 mile                          |
| New Hampshire   | 1500 feet                        |
| Oregon          | Airport runway                   |
| South Carolina  | 1.3 mile oval                    |
| Utah            | 1.3 miles                        |
| Wyoming         | 5 acre pad                       |
| Iowa            | N/A                              |
| Connecticut     | NA                               |
| West Virginia   | 1 ½ mile                         |
| Arkansas        | Unknown                          |
| Kansas          | 725' x 605' driving skill pad    |
| New Mexico      | ½ mile +                         |
| North Dakota    | 600 feet                         |

#### Skid Car Training/Driving Simulator Training/Refresher Courses for In-Service Officers (Final Report)

- ❑ **55%** (11: Idaho, Indiana, Iowa, **Kentucky**, Mississippi, Nebraska, New Hampshire, Oregon, South Carolina, Utah, Wyoming) of the training agencies provide skid car training.
  - ✓ The average number of skid cars is 3 per agency.
- ❑ **10%** (2: Indiana, North Dakota) of the training agencies offer driving simulator training.
  - ✓ Indiana utilizes the Doron L-300 Series (8 simulators/1 instructor console).
  - ✓ North Dakota utilizes AGC Mobile Operations Simulators.
- ❑ **35%** (7: Iowa, Mississippi, New Hampshire, North Dakota, South Carolina, Vermont, West Virginia) of the training agencies require periodic refresher courses for in-service officers.

### *Firearms Training*

#### Firing Range (Final Report)

- ❑ **90%** (18: Arkansas, Connecticut, Idaho, Indiana, Iowa, Kansas, **Kentucky**, Mississippi, Nebraska, New Hampshire, New Mexico, North Dakota, Oregon, South Carolina, Utah, Vermont, West Virginia, Wyoming) of the training agencies have a firing range.

Judgmental/Simulator Training/ Refresher Courses for In-Service Officers (Final Report)

- **100%** (20) of the training agencies offer judgmental/simulator training:

|                |   |
|----------------|---|
| Arizona        | FATS  |
| Arkansas       | FATS and Range 2000   |
| Connecticut    | Scenarios, FATS, target range   |
| Idaho          | Range 2000 & FATS 3   |
| Indiana        | FATS, live fire combat course with shoot-don't shoot targets                            |
| Iowa           | FATS  |
| Kansas         | ICAT System Simulator   |
| Kentucky       | FATS  |
| Massachusetts  | Combat course (live-fire), simulator, FATS(2), Range 2000(4)                            |
| Mississippi    | FATS  |
| Nebraska       | Stress courses  |
| New Hampshire  | Simunitions and Range 2000, scenarios   |
| New Mexico     | FATS III  |
| North Dakota   | FATS  |
| Oregon         | FATS IV, simunitions roleplay   |
| South Carolina | FATS  |
| Utah           | FATS  |
| Vermont        | FATS, red handle, simunitions   |
| West Virginia  | Decision targets, pop-up, timed turning targets, Robbec VHS tape IBM compatible control |
| Wyoming        | Use of force decision shooting, Range 2000  |

- **50%** (10: Connecticut, Iowa, Indiana, Mississippi, Nebraska, New Hampshire, New Mexico, North Dakota, Vermont, West Virginia) of the training agencies require periodic refresher courses for in-service officers.

|                        |
|------------------------|
| <i><b>Vehicles</b></i> |
|------------------------|

Vehicles (Final Report)

- The average total number of vehicles per training agency is 23.
- The average number of vehicles dedicated for staff use is 9 vehicles. (Connecticut was excluded due to not having any vehicles dedicated for staff use)
  - ✓ The average age for the staff vehicles is 3.63 years.
  - ✓ The average mileage for the staff vehicles is 47,037 miles.
- The average number of vehicles dedicated for training purposes is 16 vehicles. (Arizona, Iowa, Massachusetts, and Mississippi were excluded due to not having any vehicles dedicated for training purposes)
  - ✓ The average age for the training vehicles is 5.64 years.
  - ✓ The average mileage for the training vehicles is 67,288 miles.
- **Kentucky has a total of 64 vehicles, of which 32 are designated for staff use and 32 are designated for training purposes.**

- ✓ The average age of Kentucky's staff vehicles is 3 years.
  - ✓ The average mileage of Kentucky's staff vehicles is 37,700 miles.
  - ✓ The average age of Kentucky's training vehicles is 6.25 years.
  - ✓ The average mileage of Kentucky's training vehicles is 46,600 miles.
- **65%** (13: Arizona, Arkansas, Idaho, Indiana, Iowa, Massachusetts, New Mexico, North Dakota, Oregon, South Carolina, Utah, West Virginia, Wyoming) of the training agencies have a fleet manager.

|                                  |
|----------------------------------|
| <i>Physical Fitness Training</i> |
|----------------------------------|

*Physical Fitness Training* (Final Report)

- **100%** (20) of the training agencies have a physical training facility.
- **45%** (9: Connecticut, Indiana, Iowa, **Kentucky**, Mississippi, New Hampshire, New Mexico, Utah, Wyoming) of the training agencies have a running track.
- **90%** (18: Arizona, Arkansas, Connecticut, Idaho, Indiana, Iowa, Kansas, **Kentucky**, Massachusetts, Mississippi, Nebraska, New Hampshire, New Mexico, North Dakota, South Carolina, Utah, West Virginia, Wyoming) of the training agencies have a weight room.



## **TABLES 1-35**

**Table 1****Number of Full-time Employees**

| <b>State</b>   | <b>Full-Time Employees</b> |
|----------------|----------------------------|
| Kentucky       | 118                        |
| South Carolina | 105                        |
| Oregon         | 65                         |
| Indiana        | 62                         |
| Arkansas       | 53                         |
| Massachusetts  | 37                         |
| Arizona        | 31                         |
| Wyoming        | 30                         |
| New Hampshire  | 26                         |
| Kansas         | 25                         |
| Mississippi    | 25                         |
| Utah           | 24                         |
| Connecticut    | 21                         |
| West Virginia  | 21                         |
| New Mexico     | 20                         |
| Nebraska       | 16                         |
| Idaho          | 12                         |
| Vermont        | 9 <sup>b</sup>             |
| North Dakota   | 6                          |
| Iowa           | Unknown                    |

**Table 2****Number of Instructors**

| <b>State</b>   | <b>Instructors</b> |
|----------------|--------------------|
| Kentucky       | 52                 |
| South Carolina | 45                 |
| Oregon         | 19                 |
| Indiana        | 16 <sup>1</sup>    |
| Arkansas       | 13                 |
| Wyoming        | 12                 |
| Kansas         | 11                 |
| Mississippi    | 11                 |
| Utah           | 11                 |
| Arizona        | 10 <sup>2</sup>    |
| New Mexico     | 9                  |
| Idaho          | 8 <sup>3</sup>     |
| Connecticut    | 8                  |
| West Virginia  | 8                  |
| New Hampshire  | 7                  |
| Nebraska       | 6                  |
| Vermont        | 4 <sup>4</sup>     |
| North Dakota   | 1                  |
| Massachusetts  | 0                  |
| Iowa           | Unknown            |

**Table 3****Number of Support Personnel**

| <b>State</b>   | <b>Support Personnel</b> |
|----------------|--------------------------|
| South Carolina | 42                       |
| Kentucky       | 36                       |
| Indiana        | 36                       |
| Massachusetts  | 25                       |
| Oregon         | 24                       |
| Wyoming        | 18                       |
| Mississippi    | 14                       |
| Arkansas       | 12                       |
| New Hampshire  | 12                       |
| Kansas         | 10                       |
| Utah           | 9                        |
| West Virginia  | 9                        |
| Arizona        | 8                        |
| New Mexico     | 6                        |
| Connecticut    | 6                        |
| Nebraska       | 6                        |
| North Dakota   | 4                        |
| Idaho          | 3                        |
| Vermont        | 3 <sup>6</sup>           |
| Iowa           | Unknown                  |

**Table 4****Number of Supervisory/Administrative Personnel**

| <b>State</b>   | <b>Sup/Admin Personnel</b> |
|----------------|----------------------------|
| Kentucky       | 30                         |
| South Carolina | 18                         |
| Massachusetts  | 12                         |
| Arkansas       | 12                         |
| West Virginia  | 12                         |
| Indiana        | 10                         |
| Oregon         | 10                         |
| Wyoming        | 9                          |
| New Hampshire  | 7                          |
| Connecticut    | 7                          |
| Arizona        | 6                          |
| New Mexico     | 5                          |
| Kansas         | 4                          |
| Utah           | 4                          |
| Nebraska       | 4                          |
| Mississippi    | 3                          |
| Idaho          | 3                          |
| North Dakota   | 2                          |
| Vermont        | 2                          |
| Iowa           | Unknown                    |

<sup>1</sup> Indiana also utilizes approximately 100 guest instructors for each basic course. These instructors are paid an honoraria.

<sup>2</sup> This is not the main duty. Arizona is the state POST and the instructors come from agencies around the state. Some of the staff also instruct.

<sup>3</sup> Idaho has full-time coordinators who instruct some classes and utilizes contract instructors for most of the teaching.

<sup>4</sup> Two of these positions are grant positions.

<sup>5</sup> Three of these positions are grant positions.

<sup>6</sup> One of these positions is a grant position.

**Table 5****Number of Part-time Employees**

| State          | Part-Time Employees |
|----------------|---------------------|
| Massachusetts  | 350+ <sup>7</sup>   |
| Oregon         | 155 <sup>8</sup>    |
| Idaho          | 107 <sup>9</sup>    |
| Connecticut    | 40                  |
| Kentucky       | 9                   |
| South Carolina | 3                   |
| Kansas         | 2                   |
| Nebraska       | 2                   |
| Indiana        | 1                   |
| New Hampshire  | 1                   |
| New Mexico     | 1                   |
| Wyoming        | 1                   |
| Arizona        | 0                   |
| Arkansas       | 0                   |
| Mississippi    | 0                   |
| North Dakota   | 0                   |
| Utah           | 0                   |
| Vermont        | 0                   |
| West Virginia  | 0                   |
| Iowa           | Unknown             |

**Table 7****Average Yearly Annual Starting Salary for Supervisory/Administrative Personnel**

| State          | Sup/Admin Salary |
|----------------|------------------|
| Arizona        | \$69,000         |
| Kansas         | \$60,833         |
| Connecticut    | \$58,263         |
| Massachusetts  | \$48,000         |
| Utah           | \$46,440         |
| North Dakota   | \$44,500         |
| Idaho          | \$44,110         |
| South Carolina | \$42,333         |
| New Mexico     | \$42,000         |
| New Hampshire  | \$39,448         |
| West Virginia  | \$39,368         |
| Wyoming        | \$38,600         |
| Vermont        | \$38,000         |
| Kentucky       | \$34,834         |
| Indiana        | \$34,000         |
| Mississippi    | \$32,000         |
| Nebraska       | \$30,873         |
| Arkansas       | \$25,111         |
| Oregon         | NA               |
| Iowa           | Unknown          |

**Table 6****Average Yearly Annual Starting Salary for Instructors**

| State          | Instructor Salary       |
|----------------|-------------------------|
| Iowa           | Unknown                 |
| Arizona        | NA                      |
| Connecticut    | \$43,467                |
| Utah           | \$42,240                |
| North Dakota   | \$42,096                |
| Idaho          | \$37,800 <sup>10</sup>  |
| New Hampshire  | \$37,446                |
| Oregon         | \$34,788                |
| Vermont        | \$34,000                |
| Kansas         | \$33,000                |
| South Carolina | \$33,000                |
| Wyoming        | \$33,000                |
| New Mexico     | \$31,000                |
| Nebraska       | \$29,723                |
| Kentucky       | \$29,352                |
| West Virginia  | \$29,228                |
| Indiana        | \$29,000                |
| Mississippi    | \$29,000                |
| Arkansas       | \$24,931                |
| Massachusetts  | \$30/hour <sup>11</sup> |

**Table 8****Average Yearly Annual Starting Salary for Support Personnel**

| State          | Support Pers Salary |
|----------------|---------------------|
| Massachusetts  | \$39,000            |
| Connecticut    | \$32,123            |
| Indiana        | \$24,000            |
| North Dakota   | \$23,000            |
| Utah           | \$22,888            |
| Oregon         | \$21,780            |
| Idaho          | \$20,000            |
| New Mexico     | \$20,000            |
| Kentucky       | \$19,532            |
| South Carolina | \$19,000            |
| Mississippi    | \$19,000            |
| Wyoming        | \$18,480            |
| New Hampshire  | \$17,500            |
| Vermont        | \$17,500            |
| Kansas         | \$17,000            |
| Arkansas       | \$16,032            |
| Arizona        | \$16,000            |
| Nebraska       | \$15,000            |
| West Virginia  | NA                  |
| Iowa           | Unknown             |

<sup>7</sup> These are part-time instructors.<sup>8</sup> These are part-time instructors.<sup>9</sup> This includes 7 clerical employees of POST and 100+ part-time instructors.<sup>10</sup> This is the average yearly starting salary for Idaho's coordinators.<sup>11</sup> Massachusetts employs part-time instructors on an hourly basis.



**Table 9****1998 Annual Agency Budget**

| State          | 1998 Budget                |
|----------------|----------------------------|
| Kentucky       | \$25,860,000 <sup>12</sup> |
| Arizona        | \$4,200,000                |
| Massachusetts  | \$3,600,000                |
| Indiana        | \$3,200,000                |
| South Carolina | \$2,500,000                |
| Arkansas       | \$2,428,883                |
| New Hampshire  | \$2,263,438                |
| Connecticut    | \$2,215,847                |
| Kansas         | \$2,012,000                |
| Utah           | \$1,950,000                |
| Idaho          | \$1,830,500                |
| New Mexico     | \$1,700,000                |
| Mississippi    | \$1,670,000                |
| Wyoming        | \$1,419,090                |
| Iowa           | \$1,100,000                |
| Nebraska       | \$1,100,000                |
| Vermont        | \$600,000                  |
| North Dakota   | \$176,153                  |
| Oregon         | N/A                        |
| West Virginia  | N/A                        |

**Table 10****1999 Annual Agency Budget**

| State          | 1999 Budget                |
|----------------|----------------------------|
| Kentucky       | \$25,717,500 <sup>13</sup> |
| Oregon         | \$15,438,089               |
| Arizona        | \$4,500,000                |
| Indiana        | \$4,200,000 <sup>14</sup>  |
| Massachusetts  | \$3,730,000                |
| South Carolina | \$2,700,000                |
| New Hampshire  | \$2,689,664                |
| Idaho          | \$2,549,500                |
| Connecticut    | \$2,497,321                |
| Arkansas       | \$2,469,412                |
| Mississippi    | \$2,200,000                |
| Kansas         | \$2,087,766                |
| Utah           | \$2,082,500                |
| New Mexico     | \$1,600,000                |
| Wyoming        | \$1,510,420                |
| Nebraska       | \$1,168,077                |
| Iowa           | \$1,100,000                |
| Vermont        | \$800,000                  |
| North Dakota   | \$181,713                  |
| West Virginia  | N/A                        |

**Table 11****2000 Annual Agency Budget**

| State          | 2000 Budget                |
|----------------|----------------------------|
| Kentucky       | \$29,288,000 <sup>15</sup> |
| Oregon         | \$21,021,371               |
| Indiana        | \$5,000,000                |
| Arizona        | \$4,900,000                |
| Massachusetts  | \$3,800,000                |
| South Carolina | \$3,000,000                |
| Arkansas       | \$2,761,891                |
| New Hampshire  | \$2,700,000                |
| Mississippi    | \$2,501,000                |
| Idaho          | \$2,500,000                |
| Connecticut    | \$2,489,590                |
| Utah           | \$2,200,000                |
| Kansas         | \$2,193,347                |
| Wyoming        | \$1,655,730                |
| New Mexico     | \$1,600,000 <sup>16</sup>  |
| Iowa           | \$1,300,000                |
| Nebraska       | \$1,160,000                |
| Vermont        | \$900,000                  |
| North Dakota   | \$179,500                  |
| West Virginia  | N/A                        |

<sup>12</sup> For 1998, \$17,500,000 was budgeted for the training incentive pay for eligible officers. The remainder is Kentucky's operating budget.

<sup>13</sup> For 1999, \$18,750,000 was budgeted for the training incentive pay for eligible officers. The remainder is Kentucky's operating budget.

<sup>14</sup> For the 1999-2001 biennium, Indiana received a general fund appropriation of \$2 million per year in addition to assessed court costs.

<sup>15</sup> For 2000, \$19,200,000 was budgeted for the training incentive pay for eligible officers. The remainder is Kentucky's operating budget.

<sup>16</sup> New Mexico has appropriated \$390,000 for driving track improvements for FY2000 and requested \$3.7 million in FY2001 for dormitory expansion. The general fund contributed \$1,360,000 and tuition revenue contributed \$240,000.

**Table 12**

| <b>Total Number of Hours in Basic Training</b> |                              |
|--|------------------------------|
| <b>State</b>                                   | <b>Hrs in Basic Training</b> |
| Massachusetts                                  | 800                          |
| Connecticut                                    | 742                          |
| Vermont  | 650                          |
| Kentucky                                       | 640                          |
| New Mexico                                     | 640                          |
| West Virginia                                  | 600                          |
| Arizona  | 585                          |
| Utah   | 560                          |
| Nebraska                                       | 537                          |
| New Hampshire                                  | 510                          |
| Wyoming  | 482 <sup>17</sup>            |
| Arkansas                                       | 480                          |
| Indiana  | 480                          |
| Iowa   | 480                          |
| Idaho  | 422                          |
| North Dakota                                   | 410                          |
| Kansas   | 404                          |
| Mississippi                                    | 400                          |
| Oregon   | 400 <sup>18</sup>            |
| South Carolina                                 | 400                          |

**Table 13****Number of Students/Officers Trained Annually in Basic Training**

| <b>State</b>   | <b># Trained Annually</b> |
|----------------|---------------------------|
| Vermont        | 1800                      |
| Mississippi    | 1400                      |
| Arizona        | 1200                      |
| South Carolina | 1100                      |
| Indiana        | 650                       |
| Massachusetts  | 640                       |
| Oregon         | 500                       |
| Arkansas       | 460                       |
| Kansas         | 450                       |
| Kentucky       | 420                       |
| New Mexico     | 400                       |
| Connecticut    | 300                       |
| Iowa           | 240                       |
| West Virginia  | 225                       |
| Utah           | 200                       |
| Nebraska       | 200                       |
| New Hampshire  | 190                       |
| Idaho          | 180                       |
| Wyoming        | 95                        |
| North Dakota   | 75                        |

**Table 14****Average Number of Recruits Per Class in Basic Training**

| <b>State</b>   | <b># of Recruits</b> |
|----------------|----------------------|
| Arkansas       | 115                  |
| Indiana        | 110                  |
| Kansas         | 84                   |
| South Carolina | 55                   |
| Mississippi    | 50                   |
| Nebraska       | 50                   |
| Idaho          | 48                   |
| New Mexico     | 45                   |
| West Virginia  | 45                   |
| New Hampshire  | 43                   |
| Arizona        | 40                   |
| Massachusetts  | 40                   |
| Oregon         | 40                   |
| Connecticut    | 40                   |
| Iowa           | 40                   |
| Vermont        | 36                   |
| Wyoming        | 33                   |
| Utah           | 32                   |
| Kentucky       | 28                   |
| North Dakota   | 24                   |

<sup>17</sup> Basic training hours in Wyoming will equal 482 starting in 2000.

<sup>18</sup> Oregon's Department of Public Safety Standards and Training(DPSST)provides the 400 hour basic police course that is mandated for all city, county, and special jurisdiction officers. DPSST also conducts mandated basic training for state and local corrections as well as parole and probation officers.

**Table 15****Number of Hours of Scenario Training in Basic Training**

| State          | Hrs of Scenrio Trng |
|----------------|---------------------|
| Nebraska       | 120                 |
| Utah           | 86                  |
| Kansas         | 84                  |
| Vermont        | 80+                 |
| Kentucky       | 75                  |
| Connecticut    | 63                  |
| Arizona        | 60 <sup>21</sup>    |
| Massachusetts  | 60                  |
| New Mexico     | 50+                 |
| South Carolina | 40                  |
| West Virginia  | 40+                 |
| Wyoming        | 35+                 |
| Idaho          | 28                  |
| North Dakota   | 25                  |
| Arkansas       | 20                  |
| Mississippi    | 20+                 |
| New Hampshire  | 16                  |
| Oregon         | 16                  |
| Indiana        | 12                  |
| Iowa           | 10                  |

**Table 16****Number of College Hours Basic Training Recruits Receive**

| State          | College Hours    |
|----------------|------------------|
| Arizona        | 35               |
| New Mexico     | 35 <sup>19</sup> |
| Wyoming        | 22               |
| Vermont        | 21 <sup>20</sup> |
| New Hampshire  | 19               |
| Iowa           | 18               |
| West Virginia  | 18               |
| Kansas         | 15 <sup>22</sup> |
| Indiana        | 12 <sup>23</sup> |
| Massachusetts  | 12               |
| Mississippi    | 12               |
| Nebraska       | 12               |
| Idaho          | 10 <sup>24</sup> |
| Connecticut    | 9                |
| Utah           | 8                |
| Kentucky       | 6                |
| South Carolina | 6                |
| Arkansas       | NA               |
| North Dakota   | NA               |
| Oregon         | NA               |

<sup>19</sup> In New Mexico college credit is optional for the student and the student must sign with the college to receive credit. The number of hours is dependent upon the institution. Some institutions allow more hours than others.

<sup>20</sup> In Vermont college credit is “up to 21 hours”.

<sup>21</sup> Arizona utilizes scenario based training in the classroom as well as for proficiency topics.

<sup>22</sup> In Kansas the students must work directly with the colleges offering the college credit.

<sup>23</sup> Eight(8) hours of college credit is given through Vincennes(IN) University and 12 hours through Indiana University.

<sup>24</sup> In Idaho college credit is optional for the student and the student must sign with the college to receive credit.

**Table 17****Number of Community Policing Hours in Basic Curriculum**

| State          | Number of Hours  |
|----------------|------------------|
| Connecticut    | 78               |
| New Hampshire  | 50               |
| Arkansas       | 40               |
| Kansas         | 36               |
| Arizona        | 31 <sup>26</sup> |
| Vermont        | 24               |
| Iowa           | 20               |
| South Carolina | 18               |
| Oregon         | 16               |
| West Virginia  | 16               |
| New Mexico     | 12 <sup>27</sup> |
| Kentucky       | 10 <sup>28</sup> |
| Idaho          | 8                |
| Massachusetts  | 7 <sup>30</sup>  |
| North Dakota   | 4                |
| Wyoming        | 4 <sup>31</sup>  |
| Indiana        | 2                |
| Mississippi    | Unknown          |
| Nebraska       | NA               |
| Utah           | NA               |

**Table 18****Entry Level Fitness Test Failure Rate for Males**

| State          | % Failure Rate        |
|----------------|-----------------------|
| West Virginia  | 70.0% <sup>25</sup>   |
| Vermont        | 25.0%                 |
| Iowa           | 20.0%                 |
| Mississippi    | 10.0%                 |
| New Mexico     | 10.0%                 |
| Connecticut    | 8.0%                  |
| New Hampshire  | 5.0%                  |
| Wyoming        | 5.0%                  |
| Idaho          | 2.4%                  |
| Kentucky       | 2.2%                  |
| Massachusetts  | Unknown               |
| Oregon         | Unknown <sup>29</sup> |
| Utah           | Unknown               |
| Arizona        | NA                    |
| Arkansas       | NA                    |
| Indiana        | NA                    |
| Kansas         | NA                    |
| Nebraska       | NA                    |
| North Dakota   | NA                    |
| South Carolina | NA                    |

<sup>25</sup> Female and male results are not separated in West Virginia.

<sup>26</sup> Arizona also includes interpersonal communication and cultural awareness in Community Oriented Policing.

<sup>27</sup> New Mexico also includes Community Oriented Policing in multiple curriculum courses.

<sup>28</sup> Kentucky also emphasizes Community Oriented Policing throughout its basic academy.

<sup>29</sup> The Oregon agility test program is very new, therefore, there is no data.

<sup>30</sup> These hours are included in each of Massachusetts's 45 training modules.

<sup>31</sup> Wyoming will institute these hours of Community Oriented Policing in 2000.

**Table 19****Entry Level Fitness Test Failure Rate for Females**

| State          | % Failure Rate        |
|----------------|-----------------------|
| West Virginia  | 70.0% <sup>32</sup>   |
| Vermont        | 25.0%                 |
| Idaho          | 22.2%                 |
| Kentucky       | 21.4%                 |
| Iowa           | 5.0%                  |
| Mississippi    | 5.0%                  |
| New Mexico     | 5.0%                  |
| Wyoming        | 5.0%                  |
| New Hampshire  | 3.0%                  |
| Connecticut    | 2.0%                  |
| Massachusetts  | Unknown               |
| Oregon         | Unknown <sup>35</sup> |
| Utah           | Unknown               |
| Arizona        | NA                    |
| Arkansas       | NA                    |
| Indiana        | NA                    |
| Kansas         | NA                    |
| Nebraska       | NA                    |
| North Dakota   | NA                    |
| South Carolina | NA                    |

**Table 20****Number of Hours in Basic Telecommunications Academy**

| State          | Number of Hours  |
|----------------|------------------|
| Kentucky       | 160              |
| Idaho          | 80               |
| Nebraska       | 80               |
| Oregon         | 80 <sup>33</sup> |
| New Mexico     | 76               |
| Wyoming        | 59 <sup>34</sup> |
| Indiana        | 40               |
| South Carolina | 24               |
| North Dakota   | 4                |
| Connecticut    | 3                |
| Iowa           | 2                |
| Arizona        | NA               |
| Arkansas       | NA               |
| Kansas         | NA               |
| Massachusetts  | NA               |
| Mississippi    | NA               |
| New Hampshire  | NA               |
| Utah           | NA               |
| Vermont        | NA               |
| West Virginia  | NA               |

<sup>32</sup> Female and male results are not separated in West Virginia.

<sup>33</sup> The basic telecommunications course in Oregon includes an additional 24-hour EMD course. There is an additional 50-200 hours spent completing a field training manual at the employing agency under the direction of a field training officer for the basic telecommunications course and an additional field training manual, which takes approximately 40-50 hours to complete, for the EMD course.

<sup>34</sup> Wyoming will be offering a 59 hour basic telecommunications academy in 2000.

<sup>35</sup> The Oregon agility test program is very new, therefore, there is no data.

**Table 21****Average Number of Hours Per  
Telecommunications In-Service Course**

| State          | Number of Hours       |
|----------------|-----------------------|
| Idaho          | 40                    |
| Wyoming        | 24                    |
| Vermont        | 16                    |
| Iowa           | 12                    |
| Kentucky       | 8                     |
| Oregon         | 8                     |
| New Mexico     | 8                     |
| Arizona        | 2                     |
| Nebraska       | NA                    |
| Indiana        | NA                    |
| South Carolina | NA                    |
| North Dakota   | NA                    |
| Connecticut    | NA                    |
| Arkansas       | NA                    |
| Kansas         | NA                    |
| Massachusetts  | NA                    |
| New Hampshire  | NA                    |
| Utah           | NA                    |
| West Virginia  | NA                    |
| Mississippi    | Unknown <sup>40</sup> |

**Table 22****Number Trained (Basic & In-Service) Annually  
in Telecommunications**

| State          | # Trained Annually |
|----------------|--------------------|
| Kentucky       | 2700               |
| Arizona        | 2400               |
| Oregon         | 400                |
| Connecticut    | 300                |
| Indiana        | 180 <sup>36</sup>  |
| Iowa           | 180                |
| Idaho          | 150                |
| Wyoming        | 125                |
| New Mexico     | 100 <sup>37</sup>  |
| Vermont        | 100                |
| North Dakota   | 75                 |
| South Carolina | 60 <sup>38</sup>   |
| Nebraska       | 49 <sup>39</sup>   |
| Arkansas       | NA                 |
| Kansas         | NA                 |
| Massachusetts  | NA                 |
| Mississippi    | NA                 |
| Utah           | NA                 |
| West Virginia  | NA                 |
| New Hampshire  | Unknown            |

**Table 23****Number of Hours in Basic Breath Test Course**

| State          | Number of Hours |
|----------------|-----------------|
| Kentucky       | 40              |
| New Hampshire  | 32              |
| West Virginia  | 32              |
| Indiana        | 24              |
| Iowa           | 20              |
| Connecticut    | 8               |
| Idaho          | 8               |
| Mississippi    | 8               |
| South Carolina | 8               |
| Utah           | 8               |
| Massachusetts  | 6               |
| Oregon         | 4               |
| Arizona        | NA              |
| Arkansas       | NA              |
| Kansas         | NA              |
| Nebraska       | NA              |
| New Mexico     | NA              |
| North Dakota   | NA              |
| Vermont        | Unknown         |
| Wyoming        | NA              |

<sup>36</sup> This number represents the total number trained in Indiana's basic course.

<sup>37</sup> This figure represents only those trained in the basic course. In-service totals are unknown for New Mexico.

<sup>38</sup> South Carolina also conducts ten(10) E-911 classes annually with 20 students per class.

<sup>39</sup> This figure is for Nebraska in-service personnel only.

<sup>40</sup> The courses are being prepared in Mississippi.

**Table 24****Number of Hrs in DUI/Field Sobriety Course**

| State          | Number of Hours  |
|----------------|------------------|
| Kentucky       | 28 <sup>41</sup> |
| Arizona        | 24               |
| Idaho          | 24               |
| Massachusetts  | 24               |
| Oregon         | 24 <sup>42</sup> |
| South Carolina | 24               |
| Wyoming        | 24               |
| New Mexico     | 23.5             |
| Iowa           | 20               |
| New Hampshire  | 16               |
| Utah           | 16               |
| Connecticut    | 14               |
| Arkansas       | 8 <sup>44</sup>  |
| Kansas         | 8                |
| Nebraska       | 8 <sup>46</sup>  |
| West Virginia  | 8                |
| Mississippi    | 6                |
| Indiana        | 3 <sup>47</sup>  |
| North Dakota   | NA               |
| Vermont        | Unknown          |

**Table 25****Number Trained (Basic & In-Service) Annually in Breath Test**

| State          | # Trained Annually |
|----------------|--------------------|
| Massachusetts  | 800+               |
| Indiana        | 650                |
| Oregon         | 500                |
| Arkansas       | 460                |
| Connecticut    | 400                |
| Kentucky       | 400                |
| New Mexico     | 400 <sup>43</sup>  |
| Utah           | 400                |
| Iowa           | 300+               |
| Arizona        | 200                |
| Idaho          | 200                |
| Nebraska       | 200                |
| West Virginia  | 150 <sup>45</sup>  |
| Vermont        | 100+               |
| Wyoming        | 100                |
| New Hampshire  | 80                 |
| Kansas         | NA                 |
| Mississippi    | Unknown            |
| North Dakota   | NA                 |
| South Carolina | Unknown            |

<sup>41</sup> Kentucky offers 28 hours of training in the basic academy and 40 hours in in-service.

<sup>42</sup> Oregon utilizes NHSTA curriculum and includes a Drugs that Impair Driving module in this time period.

<sup>43</sup> This is the number that have been trained through the basic academy in New Mexico. It is unknown what the number is for in-service personnel due to the training being done at the agency level.

<sup>44</sup> Breath test hours are a part of this block of training in the Arkansas basic academy.

<sup>45</sup> West Virginia trains a minimum of 150 students on campus. Off campus training numbers are unknown.

<sup>46</sup> Nebraska offers an 8 hour DUI course in the basic academy only and HGN/SFST training is offered in in-service.

<sup>47</sup> Indiana offers 3 hours of training in the basic academy and 40 hours in in-service.

**Table 26**

**Average Number of In-Service Subject Areas  
(excludes Supervisory/Management courses)**

| State          | # of Subject Areas |
|----------------|--------------------|
| Oregon         | 300                |
| Massachusetts  | 240                |
| Idaho          | 218                |
| New Mexico     | 120                |
| Connecticut    | 115                |
| Nebraska       | 94                 |
| New Hampshire  | 89                 |
| Kentucky       | 54                 |
| Utah           | 42                 |
| North Dakota   | 40                 |
| South Carolina | 35                 |
| Arizona        | 20                 |
| Indiana        | 20                 |
| Kansas         | 20                 |
| West Virginia  | 20                 |
| Wyoming        | 20                 |
| Mississippi    | 12                 |
| Vermont        | 6                  |
| Arkansas       | 2 <sup>48</sup>    |
| Iowa           | Unknown            |

**Table 28**

**Number of Supervision/Management Courses  
Offered Annually**

| State          | Number of Courses |
|----------------|-------------------|
| New Mexico     | 40                |
| Connecticut    | 22                |
| Massachusetts  | 10                |
| New Hampshire  | 8                 |
| Oregon         | 8                 |
| Wyoming        | 8                 |
| Kentucky       | 7                 |
| North Dakota   | 6                 |
| Utah           | 6                 |
| Idaho          | 6                 |
| Nebraska       | 4                 |
| South Carolina | 3                 |
| Kansas         | 3                 |
| West Virginia  | 3                 |
| Arizona        | 2                 |
| Indiana        | 2                 |
| Mississippi    | 2                 |
| Vermont        | 2                 |
| Iowa           | 1                 |
| Arkansas       | 0                 |

**Table 27**

**Average Number of Hours of In-Service  
Subject Areas(excludes Sup/Man courses)**

| State          | # of Hours |
|----------------|------------|
| South Carolina | 44         |
| Massachusetts  | 40         |
| Connecticut    | 40         |
| Arizona        | 40         |
| Arkansas       | 40         |
| North Dakota   | 32         |
| New Mexico     | 24         |
| New Hampshire  | 24         |
| Utah           | 24         |
| Indiana        | 24         |
| Kansas         | 24         |
| West Virginia  | 24         |
| Iowa           | 24         |
| Nebraska       | 19         |
| Oregon         | 16         |
| Kentucky       | 16         |
| Wyoming        | 16         |
| Idaho          | 11         |
| Mississippi    | 8          |
| Vermont        | 8          |

**Table 29**

**Average Number of Hours of  
Supervision/Management Courses**

| State          | Number of Hours |
|----------------|-----------------|
| Oregon         | 80              |
| West Virginia  | 60              |
| Connecticut    | 40              |
| Massachusetts  | 40              |
| North Dakota   | 40              |
| Idaho          | 40              |
| Arizona        | 40              |
| Indiana        | 40              |
| Vermont        | 40              |
| Iowa           | 40              |
| New Hampshire  | 32              |
| Kentucky       | 32              |
| Utah           | 32              |
| Nebraska       | 28              |
| South Carolina | 28              |
| New Mexico     | 24              |
| Wyoming        | 24              |
| Kansas         | 24              |
| Mississippi    | 8               |
| Arkansas       | NA              |

<sup>48</sup> The number of in-service courses is minimal due to the number of basic courses that Arkansas conducts.



**Table 30****Number of Hours of Command College**

| State          | Number of Hours  |
|----------------|------------------|
| Kentucky       | 320              |
| Oregon         | 56               |
| Arizona        | 40               |
| Idaho          | 40               |
| Massachusetts  | 40               |
| Vermont        | 40               |
| Mississippi    | 24               |
| Arkansas       | NA               |
| Connecticut    | NA               |
| Indiana        | NA <sup>49</sup> |
| Iowa           | NA               |
| Kansas         | NA               |
| Nebraska       | NA               |
| New Hampshire  | NA               |
| New Mexico     | NA <sup>50</sup> |
| North Dakota   | NA               |
| South Carolina | NA               |
| Utah           | NA               |
| West Virginia  | NA               |
| Wyoming        | NA               |

**Table 32****Number of Classrooms**

| State          | Number of Classrooms |
|----------------|----------------------|
| Arizona        | 60                   |
| Massachusetts  | 21                   |
| Kentucky       | 20                   |
| New Mexico     | 11 <sup>52</sup>     |
| South Carolina | 10                   |
| Indiana        | 9                    |
| Mississippi    | 9                    |
| New Hampshire  | 8                    |
| Utah           | 7 <sup>53</sup>      |
| West Virginia  | 7                    |
| Wyoming        | 7                    |
| Oregon         | 6                    |
| Arkansas       | 5                    |
| Connecticut    | 5                    |
| Idaho          | 5                    |
| Kansas         | 4                    |
| Nebraska       | 4                    |
| North Dakota   | 4                    |
| Iowa           | 4+                   |
| Vermont        | 3                    |

**Table 31****Number of In-Service Officers Trained Annually**

| State          | Number of Officers |
|----------------|--------------------|
| Indiana        | 14,500             |
| Idaho          | 14,000             |
| Massachusetts  | 12,895             |
| Kentucky       | 7,000              |
| Iowa           | 6,000+             |
| Connecticut    | 4,300              |
| Kansas         | 4,000+             |
| South Carolina | 3,600              |
| Utah           | 3,450              |
| Oregon         | 3,000              |
| Wyoming        | 2,500              |
| New Hampshire  | 2,125              |
| Nebraska       | 2,025              |
| New Mexico     | 2,000              |
| Arizona        | 1,400              |
| West Virginia  | 1,200              |
| North Dakota   | 275                |
| Arkansas       | Unknown            |
| Mississippi    | Unknown            |
| Vermont        | Unknown            |

**Table 33****Number of Offices**

| State          | Number of Offices |
|----------------|-------------------|
| New Mexico     | 400               |
| Utah           | 200 <sup>51</sup> |
| Arizona        | 100               |
| Kentucky       | 60                |
| Oregon         | 32                |
| Arkansas       | 28                |
| Kansas         | 26                |
| Massachusetts  | 19                |
| Indiana        | 19                |
| Wyoming        | 17                |
| New Hampshire  | 15                |
| Iowa           | 15+               |
| Nebraska       | 14                |
| West Virginia  | 13                |
| Vermont        | 11                |
| Connecticut    | 10                |
| Idaho          | 7                 |
| North Dakota   | 3                 |
| South Carolina | Unknown           |
| Mississippi    | NA                |

<sup>49</sup> A command college is offered by the Chiefs of Police Association in Indiana.

<sup>50</sup> Northwestern University Traffic Institute's 400-hour Staff and Command School is offered every 2 to 3 years in New Mexico.

<sup>51</sup> Only at Utah's central academy.

<sup>52</sup> There are eleven(11) classroom sites in New Mexico for basic training.

<sup>53</sup> Only at Utah's central academy.

**Table 34****Age of Dormitory Facility**

| State          | Age of Dormitory |
|----------------|------------------|
| Vermont        | 90 years         |
| Oregon         | 45 years         |
| Arkansas       | 38 years         |
| Kentucky       | 35 years         |
| Iowa           | 31 years         |
| Connecticut    | 30 years         |
| Mississippi    | 30 years         |
| New Mexico     | 30 years         |
| North Dakota   | 28 years         |
| Indiana        | 25 years         |
| West Virginia  | 25 years         |
| Arizona        | 20 years         |
| Nebraska       | 19 years         |
| Utah           | 19 years         |
| South Carolina | 18 years         |
| New Hampshire  | 16 years         |
| Wyoming        | 15 years         |
| Idaho          | 5 years          |
| Kansas         | 1 year           |
| Massachusetts  | NA               |

**Table 35****Total Number Housed in Dormitory Facility**

| State          | Number Housed    |
|----------------|------------------|
| Arizona        | 700              |
| South Carolina | 358              |
| Indiana        | 300              |
| Oregon         | 230              |
| Kentucky       | 200              |
| Mississippi    | 200              |
| West Virginia  | 200              |
| Arkansas       | 160              |
| New Mexico     | 120              |
| New Hampshire  | 114              |
| Wyoming        | 114              |
| Iowa           | 112              |
| Kansas         | 107              |
| Nebraska       | 100              |
| Connecticut    | 80 <sup>54</sup> |
| Idaho          | 80               |
| Vermont        | 70               |
| North Dakota   | 44               |
| Utah           | 42               |
| Massachusetts  | NA               |

<sup>54</sup> Connecticut's dormitory facility was built to house 40.